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Fair, safe and productive workplaces

Labour Program

Workplace Bulletin

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The *Workplace Bulletin*, issued by the **Labour Program,** is published twice a month. It provides wage and other information relating to collective bargaining in Canada and offers updates on industrial relations issues.

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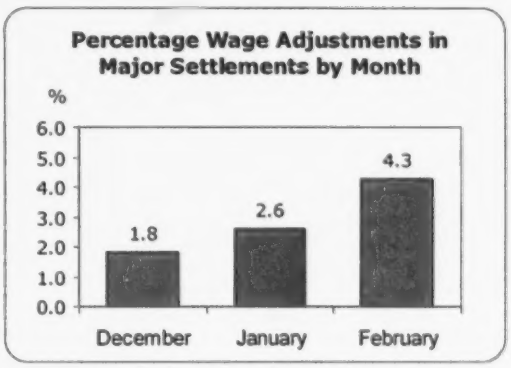
Wage Settlements

Covering 500 or More Employees

February 2010

Major collective bargaining settlements reached in **February 2010** provided base-rate wage adjustments averaging **4.3%** annually over the contract-term, up from 2.6% in January and the 2.4% average for the year 2009.



The relatively high February wage figure was due in large part to settlements in the Alberta public sector, more specifically within the Alberta education sector; the Alberta education agreements provided 31,680 employees (65% of the monthly employee coverage) with wage adjustments of 6.0% (more precisely 5.99%). This wage increase was calculated based on the year-over-year increase in the Alberta Average Weekly Earnings Index. Excluding the Alberta public sector, the remaining major agreements across Canada recorded an average annual adjustment of 1.8%.

The February results (all sectors) are based on a review of 34 agreements and 56,270 employees. In the previous round of negotiations, the resulting wage adjustments for these February contracts averaged 4.0%, compared to the 4.3% in the current settlements. Contract durations in February averaged 21.9 months compared to 27.3 in their predecessor contracts.

Canada

Wage increases for 45,540 public sector employees in 25 agreements in February averaged 4.8%, up from the 2.8% increase in January, and the 2.5% average for the year 2009. The February public-sector results are based on a coverage of 48,540 employees in 25 agreements (86.3% of all employees covered in February's major settlements). Wage adjustments in this sector ranged from 1.9% for 800 employees with the Nova Scotia Association of Health Organizations, to a high of 6.0% for 31,680 teachers, office workers and maintenance employees in 18 agreements in the Alberta education sector.

Private-sector wage adjustments yielded an average increase of 1.1% in February, down from the 2.1% average in January and the average of 1.8% for the year 2009. The February private-sector results are based on a relatively smaller coverage of 11,360 employees in 12 agreements. Private-sector wage adjustments ranged from a 10% cut for 570 mill employees with Corner Brook Pulp and Paper Ltd. in Newfoundland and Labrador (resulting in an average annual adjustment of -6.4% over a 19 month duration), to a high of 3.2% for 500 carpenters with the St. John Construction Association in New Brunswick. Employees (700) with the Alberta Roadbuilders and Heavy Construction Association were subject to a wage freeze in a 2-year contract.

On a regional/jurisdictional basis, wage adjustments ranged from 1.1% in Newfoundland and Labrador to a high of 5.8% in Alberta. The largest concentration of employees covered in February settlements was also in Alberta (42.2% of all employees); many of these employees were in large part within the provincial health and education sectors.

On an industry basis, the largest concentration of employees in February's settlements was in the education, health and social services sector (44,910 employees in 23 agreements); wage adjustments in this industry division averaged 4.8%, the highest figure for all industry sectors this month. The lowest adjustment was recorded in manufacturing at 0.5% (due to the wage cut at Corner Brook Pulp and Paper mentioned above).

Wage adjustments for January and February combined (i.e., first two months in the first quarter of 2010) averaged 3.9% in 47 agreements covering 72,650 employees.

In the following tables, COLA is the abbreviation for Cost-of-Living Allowance.

Average Annual Percentage Wage Adjustments by Month

	2009	2010	
	December	January	February
Sectors			
Public Sector	2.3	2.8	4.8
Private Sector	1.6	2.1	1.1
All Industries/Jurisdictions			
Average Annual Adjustment	1.8	2.6	4.3
Non-COLA	1.8	2.6	4.4
COLA	-	-	1.3

	2009	2010	
	December	January	February
First-Year Adjustment	1.7	2.9	4.3
Non-COLA	1.7	2.9	4.4
COLA	-	-	1.6
Industries			
Primary Industries	-	-	0.8
Construction	-	-	1.3
Manufacturing	1.3	1.8	0.5
Wholesale and Retail Trade	1.8	-	1.9
Transportation	1.7	3.3	4.5
Information and Culture	2.0	-	-
Finance and Professional Services	1.5	-	-
Education, Health and Social Services	1.5	2.9	4.8
Public Administration	4.4	2.1	4.3
Jurisdictions			
Newfoundland and Labrador	-	-	1.1
Nova Scotia	2.2	2.1	1.9
New Brunswick	-	2.5	3.2
Quebec	1.9	2.0	2.1
Ontario	1.2	1.6	1.8
Manitoba	2.2	3.5	3.5
Alberta	1.5	-	5.8
British Columbia	0.0	3.3	-
Public Service Labour Relations Act	1.7	-	-
Canada Labour Code, Part I	1.9	-	-
Federal Jurisdiction	1.9	-	-

Average Annual Percentage Wage Adjustments by Quarter

	2009			
	1st	2nd	3rd	4th
Sectors				
Public Sector	2.4	2.8	2.2	2.3
Private Sector	2.8	1.9	1.6	1.6
All Industries/Jurisdictions				
Average Annual Adjustment	2.4	2.7	1.9	2.1
Non-COLA	2.4	2.7	2.0	2.1
COLA	3.0	2.8	0.8	1.8
First-Year Adjustment	2.9	2.6	1.8	2.1
Non-COLA	2.9	2.6	1.9	2.1
COLA	3.0	2.3	0.0	1.7
Industries				
Primary Industries	2.5	-	-	-
Utilities	4.1	3.0	3.0	2.4
Construction	-	3.7	4.2	2.5
Manufacturing	2.9	1.8	1.2	1.2
Wholesale and Retail Trade	1.9	2.0	1.9	1.6
Transportation	1.9	1.7	0.3	2.1
Information and Culture	1.9	2.2	3.1	1.9
Finance and Professional Services	1.6	2.8	2.9	2.2
Education, Health and Social Services	3.6	2.9	2.7	2.4
Entertainment and Hospitality	2.5	1.5	1.9	-
Public Administration	1.9	2.4	2.0	2.3
Jurisdictions				
Newfoundland and Labrador	5.0	5.0	-	-
Prince Edward Island	3.6	-	-	-
Nova Scotia	3.0	-	3.4	2.3

	2009			
	1st	2nd	3rd	4th
New Brunswick	-	-	6.0	-
Quebec	1.7	2.8	-	2.1
Ontario	2.5	2.5	2.2	1.9
Manitoba	2.8	3.2	-	2.4
Saskatchewan	5.3	-	4.8	-
Alberta	4.5	4.5	4.5	4.2
British Columbia	-	2.8	2.9	2.5
Territories	-	2.4	-	-
Multiprovince	-	-	3.0	-
Public Service Labour Relations Act	1.7	1.7	1.7	1.7
Canada Labour Code, Part I	1.9	1.3	0.3	2.0
Federal Jurisdiction	1.8	1.6	0.8	1.8

Average Annual Percentage Wage Adjustments by Year

	2007	2008	2009	2010
Sectors				
Public Sector	3.4	3.5	2.5	4.4
Private Sector	3.2	2.5	1.8	1.4
All Industries/Jurisdictions				
Average Annual Adjustment	3.3	3.2	2.4	3.9
Non-COLA	3.3	3.4	2.4	4.0
COLA	3.4	1.7	2.3	1.3
First-Year Adjustment	3.9	3.6	2.5	4.0
Non-COLA	3.9	3.8	2.6	4.0
COLA	3.5	1.9	1.9	1.6

	2007	2008	2009	2010
Industries				
Primary Industries	4.6	4.3	2.5	0.8
Utilities	3.9	2.3	3.0	-
Construction	3.4	5.4	3.7	1.3
Manufacturing	2.5	1.1	1.6	1.1
Wholesale and Retail Trade	2.4	2.8	1.7	1.9
Transportation	2.7	3.1	1.1	4.4
Information and Culture	3.0	2.0	2.1	-
Finance and Professional Services	3.6	2.8	2.6	-
Education, Health and Social Services	3.5	3.8	3.0	4.5
Entertainment and Hospitality	3.3	1.9	2.0	-
Public Administration	3.4	2.8	2.1	2.8
Jurisdictions				
Newfoundland and Labrador	1.6	5.0	5.0	1.1
Prince Edward Island	2.8	3.0	3.6	-
Nova Scotia	3.0	4.0	2.9	2.1
New Brunswick	2.5	3.7	6.0	2.6
Quebec	3.2	2.4	2.2	2.1
Ontario	3.1	2.6	2.4	1.8
Manitoba	3.0	3.4	2.8	3.5
Saskatchewan	4.1	5.1	5.0	-
Alberta	4.9	4.8	4.5	5.8
British Columbia	3.0	2.7	2.8	3.3
Territories	3.0	4.4	2.4	-
Multiprovince	3.0	-	3.0	-

	2007	2008	2009	2010
Public Service Labour Relations Act	2.8	2.9	1.7	-
Canada Labour Code, Part I	2.7	2.9	1.2	-
Federal Jurisdiction	2.8	2.9	1.6	-

***Note**: Data for 2010 cover the months of January and February.*

Average Annual Percentage Wage Adjustments by Public and Private Sectors, a Chronological Perspective Since 1990

Year	Public	Private	Both Sectors
1990	5.6	5.7	5.6
1991	3.4	4.4	3.6
1992	2.0	2.6	2.1
1993	0.6	0.8	0.7
1994	-0.0	1.2	0.3
1995	0.6	1.4	0.9
1996	0.5	1.7	0.9
1997	1.1	1.8	1.4
1998	1.6	1.8	1.7
1999	1.9	2.7	2.2
2000	2.5	2.4	2.5
2001	3.4	3.0	3.3
2002	2.9	2.6	2.8
2003	2.9	1.2	2.5
2004	1.4	2.3	1.8
2005	2.3	2.5	2.3
2006	2.6	2.3	2.5
2007	3.4	3.2	3.3

Year	Public	Private	Both Sectors
2008	3.5	2.5	3.2
2009	2.5	1.8	2.4
2010	4.4	1.4	3.9

***Note**: Data for 2010 cover the months of January and February.*

Major settlements are those involving bargaining units of 500 or more employees. For additional information, please see the *Technical Notes* (PDF format, 200kb).

Source: Strategic Policy, Analysis, and Workplace Information Directorate, Labour Program, HRSDC.

OTHER DETAILED TABLES

Other detailed tables (PDF format, 341KB) include data on the number of agreements, employees, and durations by month, quarter, and year for both sectors—public and private—jurisdictions, and industries.

Major Settlements Reached in February 2010

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Primary Industries				
Xstrata Nickel, Sudbury Operations Sudbury, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) production employees	1,080	0.8*	36.0	Jan 31, 2013
1 agreement	**1,080**	**0.8**	**36.0**	
Construction				
Alberta Roadbuilders and Heavy Construction Association province-wide, Alberta International Union of Operating Engineers (AFL-CIO/CLC) operating engineers	700	0.0	24.0	Feb 28, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Saint John Construction Association Inc. Saint John County, New Brunswick; Charlotte County, New Brunswick; Kings County, New Brunswick; and Queens County, New Brunswick United Brotherhood of Carpenters and Joiners of America (CLC) carpenters	500	3.2	42.0	Dec 31, 2012
2 agreements	**1,200**	**1.3**	**31.5**	
Manufacturing				
Corner Brook Pulp and Paper Limited Corner Brook, Newfoundland and Labrador Communications, Energy and Paperworkers Union of Canada (CLC) mill employees	570	-6.4	19.0	Dec 31, 2010
ID Biomedical Corporation of Quebec operating as Glaxosmithkline Biologicals North America Saint-Laurent, Quebec Syndicat de la fonction publique du Québec (Independent-natl.) production employees	800	2.0*	36.0	Dec 31, 2012
Maple Leaf Consumer Foods, division of Maple Leaf Foods Inc. Burlington, Ontario United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees	1,280	2.0	48.0	Mar 31, 2014
Springhill Farms and Freezerco Neepawa, Manitoba United Food and Commercial Workers Canada (CtW/CLC) plant and maintenance employees; truck drivers, loaders and maintenance employees	540	2.0	60.0	Jan 31, 2015
4 agreements	**3,190**	**0.5**	**41.8**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Wholesale and Retail Trade				
Dominion Stores province-wide, Newfoundland and Labrador National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) retail employees	1,700	1.8	39.8	Mar 31, 2013
Provigo Distribution inc. Laval, Quebec United Food and Commercial Workers Canada (CtW/CLC) warehouse employees; office employees	560	2.3	36.0	Sep 10, 2012
2 agreements	**2,260**	**1.9**	**38.8**	
Transportation				
City of Calgary Calgary, Alberta Amalgamated Transit Union (AFL-CIO/CLC) bus drivers; office employees; service and maintenance employees	2,710	4.6	23.9	Jan 02, 2012
1 agreement	**2,710**	**4.6**	**23.9**	
Education, Health and Social Services				
Black Gold Regional Division No. 18 Nisku, Alberta Alberta Teachers' Association (Independent- natl.) elementary and secondary teachers	550	6.0	12.0	Aug 31, 2012
Calgary Board of Education Calgary, Alberta Calgary Board of Education Staff Association (Independent-local) office employees; technical employees	4,330	6.0	12.0	Aug 31, 2010
Calgary Board of Education Calgary, Alberta Canadian Union of Public Employees (CLC) building maintenance employees; outside employees	700	6.0	12.0	Aug 31, 2011

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,890	6.0	12.0	Aug 31, 2012
Calgary Roman Catholic Separate School District No. 1 Calgary, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) support employees	1,450	6.0	12.0	Aug 31, 2010
Calgary School District No. 19 Calgary, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	6,520	6.0	12.0	Aug 31, 2012
Chinook's Edge School Division No. 73 Red Deer, Alberta; and Mountain View County, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	640	6.0	12.0	Aug 31, 2012
College Compensation and Appointments Council province-wide, Ontario Ontario Public Service Employees Union (CLC) academic employees	10,500	1.9	36.0	Aug 31, 2012
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	2,030	6.0	12.0	Aug 31, 2012
Edmonton Catholic Separate School District No. 7 Edmonton, Alberta Communications, Energy and Paperworkers Union of Canada (CLC) office employees and technicians; teaching assistants	720	6.0	12.0	Aug 31, 2011
Edmonton School District No. 7 Edmonton, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	4,950	6.0	12.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Edmonton School District No. 7 Edmonton, Alberta Canadian Union of Public Employees (CLC) custodial employees	800	6.0	12.0	Aug 31, 2011
Edmonton School District No. 7 Edmonton, Alberta Canadian Union of Public Employees (CLC) office employees; service employees; technical employees	2,000	6.0	12.0	Aug 31, 2011
Elk Island Public School Regional District No. 14 Elk Island, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	1,010	6.0	12.0	Aug 31, 2012
Lethbridge School District No. 51 Lethbridge, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	6.0	12.0	Aug 31, 2012
Memorial University of Newfoundland St. John's, Newfoundland and Labrador; and Corner Brook, Newfoundland and Labrador Memorial University of Newfoundland Faculty Association (CLC) professors; librarians	820	5.0	48.0	Aug 31, 2013
Nova Scotia Association of Health Organizations province-wide, excluding Halifax, Nova Scotia National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health care and skilled trades employees; health service employees	800	1.9	31.0	Oct 31, 2011
Parkland School Division No. 70 Stony Plain, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	560	6.0	12.0	Aug 31, 2012

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Red Deer Public School District No. 104 Red Deer, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	580	6.0	12.0	Aug 31, 2012
Rocky View School Division No. 41 Rocky View, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	950	6.0	12.0	Aug 31, 2012
Sault Area Hospital Sault Ste. Marie, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health service employees	550	2.0	36.0	Oct 10, 2012
Windsor Regional Hospital Windsor, Ontario National Automobile, Aerospace, Transportation and General Workers Union of Canada (CAW Canada) (CLC) health service and trade employees	560	2.0	12.0	Mar 31, 2010
Wolf Creek School Division No. 72 Ponoka, Alberta Alberta Teachers' Association (Independent-natl.) elementary and secondary teachers	500	6.0	12.0	Aug 31, 2012
23 agreements	**44,910**	**4.8**	**18.9**	

Industry, Employer, Location Union, Occupation	No. of Empls.	Avg. Ann. % Adj. *COLA	Duration (months)	Expiry Date
Public Administration				
City of Winnipeg Winnipeg, Manitoba International Association of Fire Fighters (AFL-CIO/CLC) firefighters	920	4.3	24.0	Dec 26, 2011
1 agreement	**920**	**4.3**	**24.0**	
Agreements with COLA - 2 agreements	**1,880**	**1.3**	**36.0**	
Agreements without COLA - 32 agreements	**54,390**	**4.4**	**21.4**	
All Agreements - 34 agreements	**56,270**	**4.3**	**21.9**	

Current and Upcoming Key Negotiations

Covering 500 or more employees

Employer	Union	Employees	Status*	Expiry Month
Current Key Negotiations				
Federal Jurisdiction, Public Sector				
Canada Post Corporation	CPAA	6,460	ARB	Dec 09
Canada Post Corporation	CUPW	6,000	ARB	Sep 09
Government of Canada	Various unions	3,870	B	Nov 09
Saskatchewan Telecommunications	CEP	3,460	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Federal Jurisdiction, Private Sector				
British Columbia Maritime Employers Association	ILWU Canada	4,500	MED	Mar 10
VIA Rail Canada Inc.	CAW Canada	2,910	CO	Dec 09
NAV CANADA	IBEW/CAW Canada/PIPSC	1,980	B	Aug 09/Apr 10
Canadian Pacific Railway	IBEW/Teamsters Canada	1,500	B	Dec 09
Air Canada Jazz - Jazz Air Inc.	ALPA	1,150	CO	Jun 09
TELUS Communications (Quebec) Inc.	CUPE	1,010	MED	Dec 09
Groupe TVA Inc.	CUPE	1,000	CO	Dec 09
Maritime Employers Association (Que.)	CUPE	950	CO	Dec 08
Jazz Air Limited Partnership	CFAU	780	CO	Jun 09
Provincial and Territorial Jurisdictions, Public Sector				
Comité patronal de négociation du secteur de la santé et des services sociaux	Various unions	174,820	B	Mar 10
Management Negotiating Committee for School Boards	Various unions	108,270	B	Mar 10
Gouvernement du Québec	Various unions	68,990	B	Mar 10
Government of British Columbia	BCGEU	29,000	TENT	Mar 10
Comité patronal de négociation des collèges	Various unions	28,850	B	Mar 10
Saskatchewan Association of Health Organizations	CUPE/HSAS/ SEIU/SGEU	27,500	CO	Mar 08/Mar 09
Alberta Health Services	UNA	23,500	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Community Social Services Employers' Association	BCGEU	15,000	B	Mar 10
Ontario Hospital Association	SEIU	15,000	MED	Oct 09
Health Employers Association of British Columbia	HSABC	14,000	B	Mar 10
Government of Manitoba	MGEU	13,500	B	Mar 10
City of Montréal	Various unions	13,360	ARB/B	Dec 06/ Aug 08
Government of New Brunswick	NBUPPE/CUPE	12,160	B	Dec 08–Mar 10
Regional Health Authorities of Manitoba	MNU	11,000	B	Sep 09
Capital District Health Authority	NSGEU	8,350	B	Oct 09
Government of Nova Scotia	NSGEU/CUPE	7,690	B	Oct 09/Mar 10
Nova Scotia Association of Health Organizations	NSNU	3,580	B	Oct 09
Emergency Health Services Commission (B.C.)	CUPE	3,500	B	Mar 10
Government of Yukon	PSAC	3,200	TENT	Dec 09
British Columbia Hydro and Power Authority	COPE/IBEW	3,140	B/TENT	Mar 10
City of Toronto	IAFF	3,000	B	Dec 09
University of Regina and University of Saskatchewan	CUPE	2,400	B	Dec 09
SaskPower	CEP/IBEW	2,080	B	Dec 09
Government of Prince Edward Island	UPSE	1,950	B	Mar 10

Employer	Union	Employees	Status*	Expiry Month
Prince Edward Island Department of Health	IUOE/UPSE	1,610	CO/ARB	Mar 09
City of Saskatoon	CUPE	1,490	B	Dec 09
Hydro-Québec	Engineers	1,490	B	Dec 08
Le Réseau de transport de la Capitale	CSN	920	B	Jun 09
City of Québec	FPPVQ	800	ARB	Dec 06
Halifax Regional School Board	CUPE	770	B	Jul 09
Government of Yukon	YTA	750	ARB	Jun 09
Government of Nunavut	NTA	640	MED	Jun 09
Provincial and Territorial Jurisdictions, Private Sector				
Association de la construction du Québec, Association provinciale des constructeurs d'habitations du Québec et Association provinciale des constructeurs de routes et grands travaux du Québec	Conseil provincial du Québec des métiers de la construction	173,360	B	Apr 10
Construction Sector (Ont.)	Various unions	110,740	B	Apr 10
Canada Safeway Limited (Alberta)	UFCW Canada	10,725	B	Mar 10
Interior Forest Labour Relations Association, Council on Northern Interior Forest Employment Relations	USW	4,000	B	Jun 09
Vale Inco (Ont.)	USW	3,450	WS	May 09

Employer	Union	Employees	Status*	Expiry Month
Calgary Co-operative Association Limited	UCCE	3,400	B	Oct 09
Suncor Energy Inc.	CEP	3,200	B	Apr 10

* ARB - Arbitration
B - Bargaining
BaWS - Bargaining after work stoppage
CO - Conciliation
MED - Mediation
MaWS - Mediation after work stoppage
PAB - Post-arbitration bargaining
PCB - Post-conciliation bargaining
PMB - Post-mediation bargaining
TENT - Tentative settlement
WS - Work stoppage

Notes:
The short dash (–) in the **Expiry Month** column indicates that collective agreements within a same union or in various unions are expiring, for example, from September 2007 to January 2008 inclusively, and their expiry dates are presented by this short form: **Sept 07–Jan 08.**

The oblique sign (/) means that collective agreements within a same union or in various unions are expiring, for example, either on July 2007 or April 2008, and their expiry dates are presented by this short form: **Jul 07/Apr 08.**

Employer	Union	Employees	Expiry Month
Upcoming Key Negotiations			
Federal Jurisdiction, Public Sector			
Government of Canada	CSN	5,950	May 10
Federal Jurisdiction, Private Sector			
Nothing to report.			
Provincial and Territorial Jurisdictions, Public Sector			
Universities (Ont.)	Various unions	6,870	May/Jun 10
City of Regina	CUPE	1,200	Dec 09

Employer	Union	Employees	Expiry Month
Provincial and Territorial Jurisdictions, Private Sector			
Extendicare (Canada) Inc., Nursing Homes	SEIU	2,870	Apr 10
XL Foods Lakeside Packers	UFCW Canada	2,100	Dec 09
Leisureworld Inc.	SEIU	2,070	Apr 10
Central Care Corporation	Various unions	1,660	Mar/Apr 10

Major Work Stoppages

Involving 500 or more employees, from **March 19 to April 1, 2010.**

An updated Weekly Report and a Year-to-Date Report are available on the Web site.

Employer, Location, Union, and Employees	Issues	Starting	Ending
University of Montréal Montréal, Quebec Fédération nationale des enseignantes et des enseignants du Québec 2,433 lecturers	Wages, class size, access to retirement allowance	Feb 24/2010 Feb 15/2010 Rotating strike	
City of Montréal Montréal, Quebec Canadian Union of Public Employees 5,000 outside employees	Contracting out, work contract and wages	Jan 25/2010 Rotating strike	Mar 5/2010
US Steel Canada Inc. Hamilton, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 870 production employees	Not available	Aug 3/2009 Lockout	
Vale Inco Sudbury, Ontario United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union 3,450 smelting and refinery employees and mine employees	Not available	Jul 13/2009	

Coming in the Next Issue

- Recent Collective Bargaining Settlements
- Current and Upcoming Key Negotiations—Update
- Major Work Stoppages—Update

For More Information

The *Workplace Bulletin* is available twice a month.

The *Workplace Bulletin* keeps you informed of ongoing developments and provides access to timely customized information on industrial relations and collective bargaining in Canada. You can get updated on topics such as:

- negotiated wage data
- benefits
- working conditions
- work stoppages
- labour organizations
- union membership
- innovative workplace practices

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Mailing List—Add or Remove My Name

The *Workplace Bulletin* provides relevant information on a variety of topics. To receive the *Workplace Bulletin*, please add your name to the mailing list using the link below.

I would like to ADD MY NAME to the mailing list.

I would like to REMOVE MY NAME from the mailing list.

PRIVACY STATEMENT